



## 2016 Minimum-Wage Increases

Insights

12.16.15

Efforts to raise the federal Fair Labor Standards Act's minimum wage appear to be stalled for the moment.

However, this has *not* been the case as to many states and localities. Employers should review the summary we have posted today to be sure that they are aware of all applicable increases for 2016. A couple will take effect as soon as December 31, 2015, and a number of others will do so on January 1, 2016.

Our view continues to be that substantial disparities among these jurisdictions demonstrate the inappropriateness of the one-size-fits-all, top-down, Washington-knows-best approach embodied in the FLSA.

As we have said, voters and officials in states, counties, and cities are much better-placed to judge on the basis of their own economies and other circumstances whether, by how much, and when to take such action. If one jurisdiction or another makes a poor choice, then at least the effects (and accountabilities) will fall directly upon those who made it.